

To the Members of the California Senate:

I am returning Senate Bill 1521 without my signature.

This bill would extend the transitional employment period for janitors from 60 days to 90 days when a new company is awarded a contract for janitorial and maintenance services at a worksite where the janitor is employed and subjects property owners to the notice and retention requirements of existing law.

The current law already offers a measure of protection for janitorial employees not afforded to any employee in any other industry. Extending the retention period another 30 days would not only create more disparity with other industries, but it would also further delay an employer from exercising his or her rights under California's "at-will" employment doctrine.

This bill expands upon an already troubling precedent in regulating private sector employment relationships. By placing additional burdens on business, passage of this measure would only detract from this Administration's efforts to retain businesses and the jobs they provide in California.

Sincerely,

Arnold Schwarzenegger